55

1945-46 **File No.** 7559/36

B CLASS

PUBIC WORKS **DEPARTMENT**

E (1) **BRANCH**

Subject:— P.W. Reconstruction

Emergency Scheme for securing Engineering staff required for Construction.

Proposal by the Govt of India to form a pool of officers for service in Central and Prov Govts

B [K] 1946

E (1)

File No. 7559/36

Std. Sectt. Slip 24-A

G R., G D., No 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 7559/36

Public Works DEPT.

E (1) BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

ANNEXURE I

Rates of pay in the Central Public Works Department and various Provinces.

	Assistant Executive Engineers Class I	Executive Engineers	Superintending Engineers
C. P. W. D.	250-275(Probation) 350-25-400 EB 450/2-500	III Grade - 750 II Grade - 850 I Grade - 950	1400(fixed)
Assam	Nil	375 - 800	1000 - 1200
Bengal	225 - 525	500 - 1000	1150 - 1300
Bihar	250 -550	400 - 800	1000 - 1200
Bombay	200 - 500	350 - 900	1100 - 1300
C. P. & Berar	250 - 550	375 - 800	1000 - 1200
Madras	Nil	405 - 600	750 - 900
N. W. F. P.	300 - 700	Not Available	Not Available
Orissa	Nil	400 - 650	Not Available
Punjab	300 - 700	Ordinary Grade: 475 -1000 Selection " 1050 -1250	1250 - 1500
Sind	300 - 700	Ordinary " 475 -1000 Selection " 1050/1250	1250 - 1500
U. P.	Nil	600 -1000.	1250 - 1500

ANNEXE II

Emergency scheme for securing engineering staff required for construction works.

- - - - -

I. OBJECT

(1) The object of the scheme is to ensure in so far as this may be possible that construction works that may be urgenely required in order to provide employment are not avoidably delayed by the absence of engineering staff to make the surveys and designs and to prepare detailed estimates, as well as to execute the works.

(2) It is not the intention of the scheme to discourage or in any way interfere with recruitment of engineering staff by Provinces in so far as Provinces find such recruitment to be possible.

(3) The scheme is however proposed in order to meet the following difficulties:—

(a) The inevitable delay that must necessarily follow where Provincial Governments have to make individual appointments in consultation with Public Service Commissions.

(b) The urgent necessity of ensuring that officers released from the Indian Engineers or other Military Engineering services can be offered immediate employment so that their services are not lost to Government.

(c) The advisability of giving to officers in temporary employment some security of tenure so that they may not be attracted away by the inevitable competition of private employment.

II. NATURE OF THE SCHEME.

The scheme will consist of two parts : —

(a) The maintenance of a pool of officers available for service in the Central Public Works Department, other Central Government's engineering services or in Provincial Public

Works Department dealt with in Part I below.

Note. (1) In future in this memorandum the word "organisations" will be used to cover the Central Public Works Department, other Central Government engineering organisations, and Provincial Public Works Departments.

(2) "participating organisation" means an organisation which has agreed to participate in the scheme.

(b) The training of subordinates dealt with in Part II below.

PART I - THE maintenance of the Pool.

(1) The pool will consist of officers of status equivalent to class I officers and will include Electrical Engineers. The size of the pool will depend on the requirements of the various participating organisations. Initially sanction to the pool will be for 30 Executive Engineers and 25 Assistant Executive Engineers over and above the stated requirements of organisations.

(2) Officers will be recruited to the pool from the following sources:—

(i) Officers in temporary service under the Central Public Works Department or Provincial Public Works Departments.

(ii) Officers released by or demobilised from the Army.

(iii) The open market.

(iv) Officers who have reached the age of superannuation but who are considered fit for further employment.

(3) Qualifications. Qualifications should be not less than those required for recruits to the class I Central Engineering Service, briefly summarised in Annexure XXI, though the age limit will not be enforced. The question whether an officer will be appointed as Assistant Executive Engineer, Executive Engineer, or

Superin.....

Superintending Engineer will depend on his experience.

(4) Pay : Officers in the pool being in temporary service must receive somewhat more by way of pay than the average pay received in the Central and Provincial Public Works Departments. They must also be entitled to a contributory provident fund unless they are already entitled to a pension. The Government share of the contribution, together with interest on it, will be refunded to the Government concerned, if the officer serves in a pensionable ~~[illegible]~~nd is allowed to count his pool service for pension. They must also be assured of the rates of pay for the whole period of their contract service that is it should not therefore be dependent on war allowance, etc. The pay proposed by Mr. Dean in his ~~xpx~~ report will be adopted, that is -

~~[illegible]~~.

Assistant Executive ... 250-275 (Probation)-250-25-400-EB-450/2-500.

Engineers.

Executive Engineers. .. 750-30-1050.

Superintending Engineers..1400-50-1600 (subject in the case of superannuated officer to a maximum of pay and pension equivalent to that last drawn on service).

(5) Obligations of officers included in the Pool.

(a) Officers will be required to serve for the full period of their contract (3 years) in the pool unless they obtain permanent service under any Government in the course of their contract period (vide (b) below) or lose their Provident Fund contributions or other rights.

(b) They will be required to serve in any part of India without extra emoluments except where such extra emoluments are granted to all officers serving in that local or area.

(c) .....

(c) They will be entitled at any time to apply to any Government or to any Public Service Commission for permanent employment under any Government and on obtaining such employment to leave the pool and take it up.

(6) Rights of officers in the pool.

(a) Officers selected for service in the pool will provided their service is satisfactory (be judged by the standards applicable to Government servants generally, be entitled to continued employment for the whole 3 year period of their contract and to receive the rates of pay fixed in their contract.

(b) They will be entitled to leave in accordance with Appendix 10 to the Fundamental Rules.

(7) Officers recruited from the Central Public Works Department or from Provinces.

(a) Officers at present serving in a temporary capacity in the Central Public Works Department, other Central Government engineering services, or in Provinces will be accepted as members of the Pool provided that

(1) they are recommended for inclusion in the pool by the Chief Engineer under whom they are serving and have the qualifications required of pool officers;

(2) the Government under which they are serving guarantees to continue to keep them in employment for not less than 18 months.

(b) No officer serving in any organisation (whether participating or not) will

(i) if the organisation is a participating organisation be transferred to any other participating organisation, or

(ii) if the organisation is a non-participating organisation be accepted as an officer of the pool

without the consent ~~him~~ of the organisation under which he is serving.

(8) Obligations of the Provinces.

(a) Provinces will be asked to state

(1) the number of officers serving in their Public Works Department that they propose to appoint to.....

to the pool (vide the guarantee in 7(2) above).

Note. 1. It will be open to Provinces to include in the pool under this head any officer recruited by them into temporary service.

2. The number given under this sub-clause can be increased at any time within the next six months.

(ii) the additional number of officers whom they wish to borrow from the pool

Note. 1. Where a province gives a number under this head it will be required to guarantee employment for not less than one year.

2. The number given under this sub-clause can be increased at any time during the next six months.

(b) Provinces will be required to pay officers at pool rates, also to pay them during leave and to give to them approved conditions of service (vide clauses 4 and 6(b) above).

Note. If a pool officer is transferred from one province to another, the transferring province will pay a lump sum to the transferee province equivalent to leave salary and Provident Fund contributions earned.

(c) If (and this is considered most unlikely) all provinces taken to-gether at any time do not absorb the total number of officers recruited to the pool under (8) (a), (i) & (ii) above, participating provinces will be required to absorb their proportionate share of such excess.

Note. The proportion would be fixed on ratio of number asked for by Province A under (8) (a) (i) & (ii) to total number ~~xxx~~ asked for by all Provinces under those sub-sections with suitable weightage for varying sizes of cadres of Provincial Public Works Department.

(d) Provinces will be required to administer in consultation with Central Government affairs relating to those officers of the pool who are serving under their organisations.

(9) Obligations of the Central Public Works Department and other engineering organisations of the Central Government.

To intimate to the Central Government the number of officers they require as under (8) (a) (i) and (ii), and to accept under competent financial sanction the obligations of a Provincial Government under that clause.

(10) Obligations of the Central Government.

(a) To do their utmost to recruit sufficient officers to meet the requirements of all participating organisations under (8) (a) (ii).

(b) To distribute the officers available in the pool (other than those already serving with organisations vide clause (7) above and still required by those organisations) equitably among those requiring them under (8) (a) (ii) and proportionately to the number that each organisation has asked for.

(c) To supervise the administration of the pool in consultation with heads of organisations and subject to the obligation on those organisations under clause (8) (d) above.

PART II - TRAINING OF SUBORDINATES.

1. It is understood there are in the Army a number of persons (whether civilian subordinates or enrolled personnel) who after training would be found suitable for employment as subordinates in engineering services of the Central or Provincial Governments.

2. The Central Government have under consideration a scheme, if there is sufficient support from Provinces, to open special training centres for this class of personnel in some of the Technical Training Centres.

The details of this training will be decided shortly but it would seem that it might comprise

(a) . . . . . .

(a) a nine months course to suit them for employment as ~~ex~~ surveyors, draftsmen, tracers, and lower subordinates;

(b) a further course after say about two years practical experience to qualify them as Engineering Supervisors (vide page. 44 of Mr. Dean's report).

3. It is essential that if this scheme is to succeed all organisations should state the number of persons whom they will be prepared to absorb after training in the manner suggested.

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ANNEXURE III

Brief summary of the qualifications prescribed for candidate for recruitment to the Central Engineering Service, Class I by open competition through the Federal Public Service Commission.

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General

A candidate must be either -

(i) a British subject; or

(ii) a ruler or a subject of a State in India, or a native of a tribal area or territory adjacent to India, in respect of whom a declaration has been made under Section 260 of the Government of India Act, 1935.

A candidate must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of a member of the Service.

A candidate must satisfy the Fedral Public Service Commission that his character is such as to qualify him for employment in the service.

Age-limits . . . . .

Age limits.

A candidate must have attained the age of 20 and not have attained the age of 25 on the date prescribed for this purpose in the Notice of the examination issued by the F. P. S. Commission. A candidate belonging to a Scheduled caste must have attained the age of 20 and must not have attained the age of 28 on the prescribed date.

Academic qualifications

A candidate must -

(i) have passed sections A and B of the Associate Membership Examination of the Institution of Engineers (India), or any other educational qualifications recognised by that Institution as exempting from passing those sections, or

(ii) have obtained a recognised engineering degree or diploma.

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GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

- - - - -

Dated New Delhi, the, 21st August 1945.

The Hon'ble Mr. H. C. Prior, CSI, CIE, ICS.,
Secretary to the Government of India.

To

All Provincial Governments.

Sir,

I am directed to say that it is understood that most Provinces anticipate a shortage of engineering staff for post-war reconstruction work.

2.....

2. The Government of India have given some thought to this matter and consider that it is of the most urgent importance that nothing should be allowed to impede the most rapid strengthening of engineering services throughout the country.

They feel that there are at present certain impediments to rapid recruitment which may result in undesirable competition or even worse in the loss of potential recruits because they cannot be at once absorbed.

These impediments seem to be as follows:-

(a) The unequal rates of pay in various Provinces, and the fact that in some cases these rates of pay are lower than will readily attract engineering personnel. A statement showing the rates of pay in various provinces is attached (Annexure I).

(b) All Provinces have not yet been able to frame their permanent post-war requirements and even when these are framed in consultation with Public Service Commissions with its inevitable delay will be necessary.

(c) The risks that those now in temporary service will be attracted to employment under non-Government agencies when post-war building commences.

(d) The probability that post-war requirements will exceed existing training facilities.

(e) The fact that those coming out of the services will not be fully trained to meet civil Government requirements, and that it may in many cases be advisable to put them through a period of probation or contract service before taking them into permanent service.

3. The Government of India consider that possibly the best method of meeting the situation will be the introduction of the scheme attached as Annexure II to this letter.

It will be noticed

(a) that Part I of this scheme does not in any way preclude participating Provinces from carrying on recruitment on their own, whether permanent or temporary, but gives them the following rights:-

(i) to ask for the enrolment in the pool of any officer now serving with them - subject only to the obligation to employ him for 12 months;

(ii) to ask for the enrolment in the pool of any officer recruited by them during the next six months subject to the same obligations;

(iii) to continue to have those officers serving with them for as long as they require services.

(b) That Part I does give those Provinces who are uncertain of their requirements and of their ability to recruit to meet them, a chance of pooling their requirements with other organisations and of making use at once of a central recruiting organisation.

(c) That participation in the scheme by provinces is purely optional.

x (d) That the details of the Training Scheme will be forwarded later.

4. The matter is in the opinion of the Central Government of such importance in regard to the development of post-war construction schemes, that they feel it necessary to consult Provinces at the the earliest possible moment before the details of the scheme have been finally worked out, or its implications fully considered by the Central Government. They accept in principle the necessity ~~for~~ for a scheme on these lines, and are of opinion that if Provinces agree with them in principle, time should not be lost, and the scheme should be put in force as early as possible without over-much preliminary consideration of detail - most of which can readily be filled in as the scheme develops.

5. The Government of India would therefore be grateful if Provincial Governments could let them have not later than the 10th September their general comments on the proposals and in particular on the following points :-

(a) ... .

(a) whether they approve of the general scheme of an engineering pool; if so

(i) whether they are prepared to participate, and

(ii) what number of officers they propose initially to appoint under Part I (C) (a) (i), and the number they would like initially to borrow under Part I C(a) (ii).

(b) whether they consider rates of pay proposed for the pool suitable.

(c) whether they approve in general of the proposal for a training scheme for subordinates - and if so the number of such subordinates - they are prepared to absorb after training.

It is suggested that in view of the urgency of the matter provinces should (if there is likely to be delay in sending in replies to both (a) and (b) send in their replies to each question separately.

I have the honour to be,

Sir,

Your most obedient servant,

Sd/-

Secretary to the Government of India.

Copy to A. S. & Dy. Secy.

Id/- S. A. J.

27-8-45.

This should be treated as most urgent.

Id/-

27-8-

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Public Works Deptt.

E. B. (X).

With a view to the most rapid strengthening of Engr. Services throughout the country, the Govt. of India propose to establish an Engrg. pool consisting of officers of the status equivalent to Class I officers. The pool will include Mil. Engrs. also.

2. The method of recruitment to the pool, the pay to be allowed to officers of the pool, the conditions of their service, etc. will be found in Part I of Annexure II of the accompt. to the letter under disposal.

3. The obligation of the Provinces who accept the scheme are detailed in clause (8) of part I of Annexure II. The chief obligations are as follows:-

(i) Provinces will be required to state the number of officers in their P. W. D. whom they propose to appoint to the pool and to state the additional number required from the pool.

(ii) Payment to the officers of the pool at the rates shown in the margin* and also to pay them during the leave period as per leave rules in Appendix 10 to the P. Rs.

Class	Scale
Asstt. Ex. Engr. (i.e. Sub-divnl. Officers).	Rs. 250-275-350- 25-400-E.B.-450/2-500.
Ex. Engrs.	Rs. 750-50-1050.
S. Es.	Rs. 1400-50-1600.

(iii) To absorb proportionate share of pool officers in case of excess.'

4. The Govt. of India wants to know not later than the 10th Sept. 1945 -

(i) whether this Province approves of the general scheme of an Engrg. pool and if so whether we will participate and the number of officers required by us;

(ii) . . . .

(ii) whether the rates of pay proposed by the Govt. of India are suitable.

(iii) whether this Province approves in general of the proposal for a training scheme of subdtes. and if so the number of subdtes. we can absorb after training.

5. (i) From the staff recruitment time table prepared by this Deptt. some time before, for the planning and execution of Post war Reconstruction Schemes relating to P.W.D. the following requirements have been anticipated in the next 5 years in respect of Class I officers:-

Year.	By promotion from within the Deptt.	By training	other sources.	Total.
1	2	3	4	5
1945-46	3	..	2	5
1946-47	2	2	1	5
1947-48.	1	2	...	3
1948-49.	1	2	...	3
1949-50.	1	2	...	3
1950-51.	1	2	...	3

(ii) Most of the officers of this Deptt. who were lent out side (e.g.Messrs. E. P. Little, A.R.Thomas and Mr. W.X.Mascarenhas) will shortly join this Deptt. and will be available for holding Divnl. charges.

[The possible field for officers of the Pool, if this Province desires to participate, will be Divnl. charges.]

The requirements of this Deptt. appear more to be for the lower ranks than for higher posts. } Yes. In the first instance. Id/-

5-10-

6. This Deptt. has very recently revised the scale of pay for Ex. Engrs., B.S.E.Class I and the present scale is Rs. 510-30-660-40-1020. This scale is different from the scale proposed by the Govt. of India for Ex. Engrs., viz. Rs. 750-30-1050.

The ....

The scale of pay proposed by the Govt. of India for Asstt. Engrs. (I) compares with the scale at present current in this Province as under :-

(i) Govt. of India scale. - 250-275-150-25-400-S.B.450/2-500.

(ii) Current scale. - 200-200-225-15-400-20-500.

In this respect also the scale proposed by the Govt. of India does not suit the existing scale in the Province for Class I officers.

7. It is accordingly for orders whether this Govt. may accept the proposal of the Govt. of India to join an Engrg. pool on terms proposed in para 5(a) and 5(b) of the letter.

8. As regards the training of subsltns. it is explained that a Sub-overseers' class has been opened from this year. The class is of 9 months' duration.

It is, therefore, for orders whether this Govt. may accept in principle the scheme training of technical subsltns. If so, the details as regards numbers required by this Govt. will be worked out later.

Sd/- Three H. B. (II).

5-9-45.

Please note the advantages and disadvantages of the proposals and let Dy. Secy. (I) make remarks . Put up in a tabular form.

Sd/-

12/9/45.

Statement showig the recommendation of the Govt. of India for the formation of an Engineering Pool and the views of this Department on the several items in that connection.

Sl. No.	Title of the items.	Recommendations of the Govt. of India.	Office note.	Notes by the Dy. Secy. and the Secys.
1.	Object of the Scheme.	To ensure that in so far as may be possible construction works that may be urgently required to provide estabt. are not delayed by the absence of Engrg. staff to make the surveys and designs and to prepare detailed estimates as well as the execution of works.	The object of the scheme does not call for any remarks. With a view to achieving the object it will be necessary to know the estimate of estabt. (presumably from the demobilised army and the surplus estabt. that this Deptt. has) which will be required for employment and the availability of the technical staff to prepare the projects to the stage of execution.	The object is acceptable.
	The intention of the scheme.	It is not the intention of the scheme to discourage or to interfere with the recruitment of the Engrg. staff by Provinces in so far as the Provinces find such recruitment to be possible.	In view of the declared intention it will be necessary to ascertain what superior technical staff we are required to employ to implement the object referred to in 1 above.	The intention not to interfere with local Recruitment is reasonable as persons who do not wish to leave their provinces will accept lower salaries for serving within their own province.
3	Purpose of the scheme.	To meet the difficulties the Provinces will experience:- (1) in the matter of recruitment (of superior techl. posts) through the P.S.C. (2) In the immediate engagement	The purpose requires no elucidation.	The statutory power of the P.S.C. will have to be set as we take men without the con- ns agree edon on the plan t

1	2	3	4	5
		of the officers released from the Indian Engrs. and the M.E.S. (3) to give more security of tenure to the temporary officers so that they may not be attracted away by inevitable competition of private employment.		these men are selected by the Central Govt. (2) Such men if duly qualified and if used to civil conditions and ways of worth can be recruited. (3) The impediment to leaving the Pool or tempy. service is the loss of Provident Fund add other rights. vide 5(a) on page 3 ante. This is not a serious obstacle to seeking private remuneration service.
4.	Nature of the scheme.	The scheme will consist of two parts viz. (1) maintenance of a pool of officers of the status of class I and (2) training of subdtes.	The officers will be maintained in a pool by the Centre and will be allotted to the Provinces according to their needs. There is no disadvantage in this respect so far as the Apptt. of officers is concerned.	I would like to stress that a committee on which C.Es of Provinces are they should select men for Pool and similarly a committee of C.E., should decide allotment of Pool officers.

		The training of subdtes. will also be undertaken by the Centre. As these subdtes will be receiving comparatively low scales of pay it seems doubtful whether Provl. persons will take the full advantage of the scheme unless the centres are opened at different places. This Deptt. has however already started training classes for sub-overseers who are mainly meant to assist the techl. staff in the Post-War programme.	I agree. This Province can do the training of surveyors and the centre may nominate Ex. Aray men belonging to this Province for being trained by this Provincial classes.
Part I- Maintenance of the Pool.	The pool will consist of temply. officers of the status equivalent to Class I officers and will include Elec. Engrs. Initially emption to the pool will be 50 Ex. Engrs. and 25 Asstt. Ex.Engrs.(Sub-divnl. officers) over and above the stated requirements of the participating organisation.	The scheme will be on an all India basis. Selection of officers.- Advantages.- As the scheme is an all India scheme the selection will be made through one agency -viz. the Federal P.S.C. and there will be a uniform standard of selection. Disadvantages- As the Federal P.S.C. is in Delhi the officers in the nearbour Provinces will get comparative more advantage than the officers in more Provinces. This will naturally give predominance of officers from Punjab, U.P.etc. while the officers of this Province though suitable from all points of view may not apply to the Federal P.S.C. as being out of way. The result will be that extra Provl. officers may get an employment while the Provl. persons will remain behind and will be attracted by private employment. Availability of officers.- As the number officers in the pool will be more than the requirements of the Provinces there will not be paucity of officers. The work will therefore be executed smoothly. Disadvantages.- Nil.	May be agreed to subject to my remarks on 3(i) and 4(i) on pages 12 & 13 ante. Under present conditions this may be regarded as an advantage because more local men will be available to select from for other posts in practice, however, the effect may be small. Ld/- The officer view has much weight in it.

1	2	3	4	5
	(2) Recruitment to the pool. (i) Officers in tempy. service under the Central P. W. D. or	Recruitment to the pool will be from the following sources:-		
		(i) Officers in tempy. service under the Central P.W.D. or Provl. P.W.Ds. (ii) Officers released from or demobilising from the Army. (iii) The open market. (iv) Officers who have reached the age of superannuation but who are cosidered fit for further employment.	Advantages.- There will be a wide field of selection and the officers of quality will be forthcoming for the execution of the Post-War schemes. Disadvantages. - In practice however, the Provl. recruitment may not be achieved vide remarks in serial No. 5(1) above.	I agree. Yes.
	(3) Qualifications and age limit.	(i) Qualifications should be as mentioned in the Annexure III. (ii) Age limit will not be enforced. (iii) The question whether a particular officer should be appointed as an Asstt. Ex. Engr., Ex.Engr. or S.E. will depend on his experience.	The recommendations of the G.of I. do not call for any remarks except that some restrictions will be necessary for Natives of Bombay.	Restrictions would appear to be inadvisable. If any preference can be given to Bombay men when drawwing from the pool, it may be a matter of arrangement at that time. Id/-
	(4) Pay.	The pay to be offered to the officers of the pool will be as shown below:- Asstt.Ex.Engrs.- 250-275 (Probation)-350-25-400-EB-450/2-500. Ex. Engrs.-750-30-1050. S.Es.- 1400-50-1600	Advantages.- The pays proposed are suitable to attract the right type of persons. Disadvantages.- The comparative rates of pay prevalent in the Province are:- B.S.E.ClassI - S.Es.- Rs.1100-50-1300. B.S.E.ClassI- E.Es.- Rs. 510-30-660-40-1020. B.S.E.ClassI-A.Ests.-200-200-235-15-400-20-50	Please see (8) below.

2c	3	4	5
		There will as far as could be seen at present no difficulty so far as the recruitment of S.Es.are concerned because such recruitment(will be)from the existing officers of the I.S.S. The scale of pay which will be admissible to these officers will be the I.S.E.scale for S.Es.viz.Rs.1750-100-2150. The rates of pay in respect of the other posts will however present some difficulty. This Deptt. has already engaged persons on the rates of pay current in the Provinces and if the officers of the pool are given the higher rates of pay mentioned by the G.of I. there will be discontent amongst Provl. officers. There may also be the possibility of representations fro. the temp. officers serving in this Province for higher rates of pay.	→ is expected to be. Id/- The assurance to any representation of this kind would be that the conditions of service are different. I agree with the Dy. Secy. but there will result a lack of contentment and harmony.
(5) Obligation of the officers of the pool.	(a) Officers will be required to serve for 3 years or lose their Provident Fund contributions and other rights. (b) They will be required to serve in any part of India. (c) They will be eligible for applying for permanent posts in any Provinces & if selected will be allowed to leave the pool.	The recommendations of the G. of I. do not call for any remarks except the following:- The G.of I. has later explained that temp. officers of this Province who will be allowed to join the pool will not be transferred from this Province to the other Provinces. It is presumed that the other officers belonging to the pool who will be nominated by the G. of I. to this Province will not be trasferred to the other Provinces without the consent of this Province.	In this event the only [illegible] to the candidate as he will draw higher salary by joining the Pool (in many cases) and yet working in his own Province. Then why nominate him to the Pool at all ? Id/- 5-10-45. This may be presumed but in practice we shall have to accept the selection of those running the pool. Id/-
(6) Rights of officers in the pool.	Officers selected for service in the pool will be entitled to be continued for at least 3 years of their cotract and to receive the rates of pay fixed by the pool, provided their services are satisfactory throughout. The officers will be entitled to leave in accordance with Appendix 10 to the Fundamental Rules.	The conditions mentioned by the G. of I. do not call for remarks. The employment on contract for a period of 3 years will ensure continuous service for those years and will thus be advantageous than the employment on annual sanction.	I agree. Id/- 5-10-45.

1	2	3	4	5
	(7) Qualifications of officers already in service for admission to the pool.	Officers at present serving in the Provinces that will participate in the above scheme will be admitted to the pool provided that :- (1) they are recommended for inclusion in the pool by the C.E. under whom they are serving and have the qualifications required for pool officers; (2) the employing Govt. guarantees to continue the officer for not less than 18 months. (3) The officer will not be transfered from his parent Province to the other Province. (4) In case of the officer belonging to the non-participating Province consent of that Province will be required for his admission to the pool.	These recommendations do not call for any remarks.	Id/- 5-10-45.
	(8) Obligations of the Provinces.	(1) Provinces will be asked to state the number of officers serving in their P.W.D. whom they propose to appoint to the pool. (2) The addnl. number required by them from the pool. (3) Provinces will be required to pay officers at pool rates and other concessions which are applicable to the pool officers. (4) If there will be a surplus of pool officers the participating Provinces will be required to absorb their proportionate share of such excess. (5) Provinces will be required to administer in consultation with the Central Govt. affairs relating to.....	The conditions under (1), (2) and (3) of the recommendations of the C.of I. under this item may be accepted. Condition (3) will impose financial burden on this Province because as explained earlier the rates of pay for pool officers are higher than the sanctioned rates for this Province. This may also have repurcussions on temp. officers already serving in this Province. Condition (4) implies that this Province will have to accept the proportionate share of its quota but such contingency will as the C.of I. has stated will be rare. From p.10 ante it will be seen that requirements of this Province for Class I officers during the next 5 years will be 22. Some of these posts will no doubt be filled by promotion while the remaining will be by temp. employment. The proportion between these two may be assumed as 7to1 for purposes of calculations. This during the...	There is a big difference in scales of pay (for all except All - Indiaservice officers). between North-South India due to cost of living. Th is the big drawback to the scheme,but unless the scales are recast in the fo of a basic pay and local allowance ,i will mean that if Bombay wishes to mak use of the pool, higher rates will hav to be paid than according to Provl. scales. This applies particularly to Ex.Engrs. We will not require any S.E. I agree with the Dy. Secy. Id/-

		to the pool officers who will be serving in the	time during the next 5 years we shall require 15 officers from outside sources. If this Province finally decides to participate in the pool these 15 officers will be available from the pool. Please see in this connection the notes recorded under item (6) at p.3 of the C. of I. letter. The C. of I. have intimated that the pool officers will be under the administrative control of this Province but that Govt. will have to be consulted in respect of such officers. Thus there will be two authorities for pool officers while in respect of similar officers serving in this Deptt. in temp. capacity they will be subject to the terms and conditions of service of this Deptt. only. This is likely to lead to differential treatment	C. of I. would endeavour undoubtedly adopt a reasonable attitude. I do not think there would be any difficulty of this kind. No Province would like to have officers who would look up to an outside Authority for promotion or promotion. I agree. Id/-
(9)Obligations of the Central P.W.D. and participating provinces.	The Central Govt. will accept responsibility for recruitment ing the required number of officers and to distribute them according to the requirements of the participating Provinces. The Central Govt. will also supervise the administration of the pool officers in consultation with the Provinces. The Provl. Govts. will have to intimate to the Central Govt. the number of officers they require and to accept financial sanction that may be required for the employment of such officers.	Subject to the remarks made in respect of the several items mentioned above the obligations mentioned by the Central Govt. do not call for any remarks.	I agree. Id/-
Part II.- Training of Subdtes.	The Central Govt. proposes to open special training centres for the training of subdtes. The details of the course will be decided shortly but it will be a 9 months course to suit the subdtes' employment as surveyors, draftsmen, tracers, lower subdtes. etc. and a further course of 2 years practical experience to qualify them as engg. supervisors.	This Govt. has already opened a training class for sub-overseers. The traing of sub-divnl. clerks in accounts etc. has also been undertaken recently. The question of opening a second Engg. College is under consideration. It appears that this Province will not require the assistance of the Centre in training subdtes.	It is in general to train their own Sub The scheme may be use provinces but not the I agree. Id/-

Id/- C.A.I.
18/9/45

7559/36
29037

P. D. (I).

Resubmitted.

2. As directed by the Secy.(I) a tabular statement has been prepared showing the advantages and disadvantages of the scheme proposed by the G. of I.

3. Orders are requested :-

(1) whether this Deptt. may inform the G. of I. that it is prepared to participate in the scheme; and if so

(2) how many officers of Class I this Deptt. may intimate to the G. of I. with reference to para 7(d) of Annexure XI of the G. of I. letter.

Thro. E.B. II

Sd/-
18-9-45.
By. Secy. to note above.

Sd/-
30-9-45.

- - - - - - - - - -

Please see regarding noting in statement (page 12-20)

The scheme in principle appears to be a good one. The only important drawback is that engineers from pool will cost more than those appointed on Provl. scales. Therefore, if we can reasonably expect to recruit received all our requirements locally on our scales the Pool will be of no help. If not, we may choose between (a) increasing scales of pay, and (b) participating in the pool. (b) would be quicker and would let bring other benefits as shown in the statement (page13-20) and letter (page 2-5), may be agreed to. The question of the overseers to be given can then be investigated.

Secy. (I)

Secy. (E.B.)

This Province at the moment is very short of Subordinates but a start is already made in the training of Sub-Overseers in the College of Engineering, Poona. I believe that to train Subordinates on an all-India basis is not a practicable proposition but if the Military or the Central Government train the men prior to their discharge from the Army the Provinces may be able to recruit those who belong to their own Province. Such training should be under Civil Officers and Civil methods of carrying out works and Civil Accounting should be taught.

2/ If any Province has some Temporary Engineers either on Contract or in regular service I do not see any chance of such men being nominated to the Pool unless the Officers are surplus or are not efficient. The condition 7(b) (i) at page 3, however, indicates that transfers from one Province to another will not be made. This Province has no such Officers to nominate for the Pool, as we have no surplus at all.

3/ Broadly speaking the joining of the Pool means acceptance of the HIGH Pay-Scales laid down for Officers of the Pool. vide please remarks against (4) Pay on pages 15 and 16. It is a generally accepted principle that Temporary Officers should be given higher pays than those in the Permanent Cadre and it is also desirable that the Scales of pay should be uniform throughout the whole of India. The varying costs of living, however, will necessitate varying scales of pay and acceptance of the Pool Principle may only mean the run of men from Poorer Provinces to richer ones or to the Centre. This Department will have no objection to the acceptance of the proposed Pay Scales and the F. D. will have to advise in the main. It is just likely that if the higher scales are accepted by us this Province will get Officers without joining the Pool. Non-acceptance will drive men in this Province towards the Centre, as is already experienced by us. The persons selected for appointment as Dy. Engineers like to try for the I. R. S. of Engineers before agreeing to accept appointment with us. I do recommend that the Pay Scales proposed for the Pool

should be agreed to by the Bombay Government for recruitment of Temporary Engineers.

4/ I feel that several practical difficulties will crop up in the working of the Pool. Officers engaged under the Pool will keep on applying for Permanent Jobs in their own Province, for transfer to their own Province and if only three years is to be the Contract period what interest can those men have in learning their adopted province's work and methods? The immediate result of creating the Pool will be the promotion of men to higher grades, all-round increase in pay, lack of permanent interest in any provincial affairs, representations from those already in service both permanent and temporary and a general drag towards the Central P. W. D. and other Central Organisations. Unification of service conditions, recruitment Rules and Scales of pay have their advantages but Centralisation has many drawbacks. I would press for the former and do not harbour any liking for the latter.

5/ After the Pool comes into being the allotment of Officers to various Provinces should be done by a Committee, on which Provincial Chief Engineers will serve in turns and in my view any other arrangement for such purpose will be open to objections and suspicions.

Sd/- 5-10-45. Secy. P. W. & B.

The scheme has, from the Provincial point of view, some advantages, but many disadvantages.

India cannot be treated as a country -- its distances are too vast, its ways of living and its languages too diverse-- it is a continent. Such centralisation is, in my opinion, both uneconomical and undesirable.

The Centre must leave such problems to the Provinces, who are best suited to deal with the situation.

Immediate

Sd/-

U. O. to P. D. dated the 10th October 1945. 8-10-45.

Finance Department(P.W.D.)

The main question for decision is whether the Govt. should participate in the Govt. of India Scheme for establishing a "Pool of Engineers". This question has to be decided solely with reference to the advantages and the disadvantages that would accrue. From the P.W. point of view participation in the scheme, as pointed out in para.4 of Secy.(I)'s note dated 5-10-45, is going to result in an all round increase in the cost of our Engineering Services, the magnitude of which cannot be assessed at this stage but is definitely going to be enormous. The question, therefore, is whether the advantages to the administrative Depth. would justify this additional expdre. Both the Secy's in the P.W.D. have unanimously come to the conclusion that centralisation is both uneconomical and undesirable as the disadvantages outweigh the advantages that are likely accrue. F.D. may agree this view and recommend that from the financial point of view it is undesirable that this Govt. should participate in the scheme.

2. The other questions regarding the terms of appointment and conditions of service are subsidiary questions and will arise only if this Govt. decides to participate in the scheme. So far as F.Dis comments are called for at this stage on these questions the following remarks are offered:-

1) Pay scales. - The following tabulate compares the scales of pay sanctioned in this Province and those proposed by the Govt. of India for officers of the Pool.

	Pool Officers	Normal P.W.D.	Grid.
	Rs.	Rs.	Rs.
S.Es.	1400-50-1600	1100-50-1300	1500-50-1750100
Ex. Engrs.	750-30-1050	310-30-660-40-1020.	540-40-700-50-
Asstt. Engrs. (Sub-divl officers)	250-275(Probn.) -350-25-400-E.B.-450/2-500 Plus. C.L.A. & C.P.F.	200-200-235-15-400-20-500 & 170-10-250-15-400-20-500 Plus pension & C.L.A.	250-20-750. Plus C.P.F.& without C.L.A

The scales of pay suggested by the Govt. of India have been based on the recommendation made in Mr. Dean's report. It is however not known or what basis those scales have been framed. The principle that scales of pay for temp. men may be slightly

higher than those for permanent men because of the tempy. nature of the service and the absence of pensionary benefits is accpetable. On this basis the scales suggested do not seem to be overgenerous as compared with the scales sanctioned by us. Incidentally it may be noted that though the contract period is of 3 years, the scales suggested extend beyong this period.

ii) Compensatory Local Allowance: As stated above it is not clear on what basis the Govt. of India scales have been framed. It would have been better if the basic scales were fixed at the cheapest level with compensatory allowance in areas where the cost of living is high. Under sub-clause (b) of clause (5) in part I of Annexure II compensatory local allowance will be admisaible to officers of the Pool serving in areas where such allowances are granted to all officers. So far as Bombay is concerned compensatory local allowances are granted to officers serving in Bombay City and the Salsette. It may, however be pointed out that no compensatory allowance is given to officers in the Electric Grid. This point is, however, not of major importance since the scales of pay suggested are not very high as compared with our scales and the slight increase may be taken as a set off against the absence of pensionary benefits. F.D. may not, therefore, raise any objection to the grant of C.L.A. to officers of the Pool serving in Bombay City and the Salsette.

(iii) Leave: In the interest of uniformity we shall have to agree to leave being regulated in accordance Appx. 10 to the F.Rs. This corresponds to Appx. LI to the B.C.S. Rs. which regulates leave for officers of Non-Asiatic domicile. So far as officers of Asiatic domicile are concerned Appx. LII to the B.C.S.Rs. applies and this corresponds to Appx. 10A to the F.Rs. There is no material difference between the Govt. of India rules and the B.C.S. Rs. in the matter.

There seems to be hardly any possibility of an officer of non-Asiatic domicile being specially recruited overseers. The Govt. of India have apparently proposed the leave terms in app. 10 in order tomake the scheme attractive. We may however, suggest app.10 and 10A according as they are applicable.

Besides, the benefit P.F. are not usually given for contracts of less than 5 years.

This is the technical portion not considering the object of the pool, it will probably not be practicable to cut out this benefit.

(iv) Contributory Provident Fund:- As a general proposition the benefits of Contributory provident fund are usually equated with pensionary benefits. Since the latter element is by implication included in the basic scale of pay, the former should not added.

In conclusion P.D. recommendations may accordingly be as follows:—

Pay-scales:- may be accepted.

Compensatory Local Allowance:- may be accepted.

Leave:- may be accepted for officers of non-Baitic domicile specially recruited overseas ~~of pay~~. For officers leave may be in accordance with Appx. 10-A to the P.Rs.

see my note above

Contributory Provident:- may be omitted.

We cannot of course decide what the conditions of service should be, but our recommendations to the G. of I. may be in the above lines. It may however, be made abundantly clear that these remarks are offered exclusively with reference to the question of establishing a Pool of Engineers and for officers of that Pool only. They must not be construed as commitment on the part of P.D. to a general increase in the pay-scales sanctioned for officers of the regular "P.W.D.". This question must be considered de novo with reference to conditions that may arise with regard to the recruitment situation and the decision that may be taken by Govt. on the question of a general revision of pay-scales. There would be no justification for raising our scales of pay until it can be shown that we cannot as a matter of fact recruit suitable men on scales of pay sanctioned by us.

For the present Govt. we decided that this question should be postponed for six months.

3. The electrical engineers to be recruited to the "Pool" will for the most part be employed in this province in the Electric Grid. The present position regarding officers in the Grid is that they have been recruited on five year contracts, which provide for the transfer of their services to Electricity Board when it is set up, and there-after their terms and conditions of service will be governed by the rules that may be framed by the Board. It is not quite clear how the pool officers will fit in with this scheme and the views of the Special Officers Electric Grid, would have been useful. This is, however, a question with which the P.W.D. is primarily concerned and is mentioned here only to draw attention

to.....

to this aspect of the case.

4. It is necessary that the P. & S. D. which deals with recruitment and the public Service Commission should also be consulted on this case. The P.W.D. may be advised accordingly.

Id/-
11-10-45.

7559/36

P. W. D.

E. B. (I)

P. W. D. file No. 7559/36 dealing with the formation of an Engineering Pool for the execution of Post-war projects was referred u.o. to the F.D. on the 10-10-45. C/s Secy.(I) requires the file urgently, the F.D. may be requested u.o. to return it (with its remarks) per bearer.

Id/-
17-10-45.

Id/-
27-10-45.

F. D.

The file has been brought from Dy. Secy. It may be returned by bearer without F. D. remarks as directed by him.

Id/-
17-10-45.

The file is in the submission stage. It has still to be seen by D.S.,F.A. and Joint Secy. As, however, P.W.D. wants it, it may be sent to his Deptt. with a request to return it as soon as possible.

u.o.r. to the P. W. D. dated the 17-10-45.

D. O. No. E-17.

Government of India.

Department of Labour.

New Delhi, the 11th October 1945.

My dear [illegible],

At a recent meeting of Reconstruction Committee of Council the progress so far made with the road plans of Government came under review. The representative of the Transport Department explained that one of the reasons why sufficient progress had not been made in the Provinces towards the completion of the road schemes to the stage where construction work on them could commence was the fact that the Provinces lacked sufficient engineering manpower and had, therefore, been so far unable to complete the preliminary [illegible] surveys and investigations which constitute the preparatory stage of their road plans. The Reconstruction Committee of Council felt that the matter was of the greatest urgency from the point of view of the problems of employment that would inevitably arise in the immediate future as a result of the large scale demobilization which was in sight and the cessation of war activities that had already started and desired that the importance of the very rapid completion of the preliminary enquiries and investigations relating to road schemes and other post-war Public Works projects should be emphasised once again on the Provincial Governments.

2. Sir Kenneth Mitchell has already addressed the Chief Engineers of the Provinces and I am now desired to draw your personal attention to the question of Engineering manpower in your Province. You will recollect that Labour Department anticipated the difficulties that might arise on account of the shortage of engineering personnel and in their letter No. E. 17, dated 31st August 1945 to your Government proposed the constitution of an all-India Emergency Engineering Pool for a period of three years, on the terms and conditions enunciated in the enclosures to that letter. No reply to this letter has yet been received from your Government.

3.....

3. If you consider that the Engineering manpower under the control of your Government is sufficient for the purpose of making all surveys and designs and the preparation of detailed estimates relating to your post-war Public Works schemes and also for their execution at a later stage, will you please let us know that this is so, so that we can inform the Departments concerned here accordingly.

4. If, however, your Government consider that the Engineering manpower under their control requires strengthening, I would again commend to your consideration the Engineering Pool Scheme which we formulated in this Department and forwarded to your Government with our letter No.E. 17 of the 21st August 1945. We recognise that some of the terms and conditions which we have laid down for recruitment into the Pool may cause some administrative complications, but we feel that as the Pool will be constituted at present only for a period of 3 years, it may be convenient to regard it more as a contract service than as a regular Public Works cadre. If the Pool Scheme is looked at from this point of view, its administrative drawbacks may not appear very serious.

If, nevertheless, your Government feel that the scales of pay suggested for recruits to the proposed Engineering Pool are on the high side, the Government of India will be prepared to consider paying the difference between the Pool scales of pay and the corresponding scales of pay in the Provincial Engineering Services. In that cass, the expenditure thus incurred on account of your Province will be debited in due course to the Government of India contribution towards financing those "anti-slump" projects which, under the terms of our Finance Department letter No. FI(15)-P/45 dated the 4th May 1945, qualify for a subsidy from the Government of India. I trust that this modification of our Engineering Pool Scheme will remove most of the administrative objections to the Scheme which, the Government of India understand, the Provinces fear may

arise-.....

arise from the different scales of pay for similar posts of Engineers.

3. In spite of this assistance which the Government of India propose to extend to the Provinces, your Government still feel that they cannot join the proposed Pool Scheme, will you kindly let us know for our information how they propose to augment their engineering manpower in order to be able to complete the preliminary surveys and investigations into the post-war Engineering projects without further delay and to carry them out at a later stage ?

4. As I have already stated, the Government of India consider the matter to be of the greatest urgency and I shall be grateful for a very early reply to the points raised in paras 3, 4 and 5 of this letter.

Yours sincerely,

Sd/-

(B.L.Hamadar

Joint Secretary.)

W.H.H. Garrod, Esq., I.C.S.,
Secretary to the Government of Bombay,
Public Works Department.

Has a reply been sent to Government Of India regarding the Pool. If not, it must be expedited.

Asst. Secy. Sd/-

16-10-45.

CONFIDENTIAL.

Telegrams D. O. No. 335/CCHTD

"Wartrans" Department of Wartransport

Dated New Delhi, the 8th October 1945.

My dear Kale

At a ' high-level ' meet ng here recently grave anxiety was expressed lest a sufficient number of even rough working estimates for work on the reconstruction and construction of roads are not ready in time for the works to be put in hand on a large scale to check unemployment and slump tendencies. In so far as the delay in completing schemes to the stage at which work could be commenced, and ability to supervise them are questions of engineering man-power, it is clear that everything possible should be done to remedy the shortage,. This is of course a Provincial responsibility but the position is so serious that we must help at this end in any way we can.

2. Will you please refer to paragraph 6 of the draft minutes of the meeting of Chief Engineers of Provinces (or their representatives) held in Delhi on Sunday the 23rd September in which certain defects in the Central Government proposals for a Central Engineering Pool are referred to? Having myself been connected with that proposal I think that in view of the difficulties that have arisen, I should trouble you for a few moments to read the following explanations of the background.

3. Three or four months ago, when it seemed likely that the war might end before long, I was instrumental in approaching War Department with a request for the release of engineers and engineering subordinates for civil employ. The reply was that while it would be difficult, every attempt would be made to release personnel who volunteered for civil employ but that in order that volunteers might be called for, the first requirement was that the terms and conditions of service offered should be clearly stated for publication in Army Orders. I myself believed, and believe, that, to meet

the present crisis and until more engineers can be educated in India, it will almost certainly be necessary if it is possible, to recruit a number of officers of European domicile say, on a three-year contract; and, in their case as well as in the case of Indian Officers, I felt that there were at present such variations in the terms and conditions of services in the different Provincial cadres (these also being probably in need of some adjustment to present day costs of living) that to proceed to invite Provinces to state the various terms on which they wished to recruit officers and to have the different terms and conditions for volunteers published would lead to delay and confusion. For example, it seemed to me that if the terms offered by one Province were substantially better than those of the majority, practically all volunteers would offer for service in that Province and no other.

4. I also felt that in the present uncertainty as to the future index of price levels and with War Allowances in force, Provinces might hesitate to revise their scales of pay and conditions of service on a more or less permanent basis, and would not be able to put their permanent scales at a level which would attract the right class of personnel today; and, further, that if Provinces individually made special terms for emergency short contract recruits direct from the Army and elsewhere, the difference between those terms and the scales of pay of their regular services would be an acute source of embarrassment to them; and that difficulty would not be so acute if the officers were recruited to a Central pool, in an admitted emergency and on the basis of short term contracts only. The idea further was that officers recruited to the Central pool could from time to time be absorbed permanently into Provincial cadres if they elected for this when the scales of pay in the Provinces had been revised.

5. I gathered from discussions with one or two Chief Engineers here in Delhi last month that one questionable aspect of the Labour Department's scheme was the suggestion that

recruitment.....

recruitment to the pool should be open to officers at present in temporary civil employment, which it was felt might lead to the flooding of the pool with the less efficient and desirable of the present temporary Central and Provincial engineers. The idea behind this proposal was in fact exactly the reverse. My belief is that during the war practically all engineers in the country have been absorbed either into the Army or into Public Works Departments as temporary engineers and that few have remained in private employ. It seemed therefore that with the re-opening of industrial and residential building, and other private post war construction, there would be a keen demand for engineers in posts other than in Government service, and that in the present circumstances high salaries would be offered.which would attract away the best among the men in temporary employ, particularly if the Provincial Governments delayed in announcing their revised terms for permanent employ. Youx are probably in a better position to judge of this risk xxx in your Province than we are at the Centre, but the risk seems to me to be there. If so, the existence of this pool with a guarantee of at least three years' employment with the option if suitable of being absorbed into Provincial cadres later on, would hold the men who might otherwise drift away to private employ leaving Government with those not good enough to get posts elsewhere.

6. As a quick means of getting some at least of the necessary men I still feel that the Central Pool idea has much to commend it, and I would ask you to consider whether as a practical proposition it is not possible x so to amend the scheme, which Provinces have not favoured, as to make it acceptable, and that we again discuss the matter when you are here for the T.A.C. meeting. We have already asked the Chief Engineers of Madras, United Provnices, Punjab and Bihar to come to Delhi on the 22nd for meetings regarding the group employment proposals for ex-service personnel as those are the Provinces which, we believe, will be most concerned with resettlement problems. But if Chief Engineers of any other Province can also come we would arrange a preliminary meeting (i.e. before the T.A.C.) to discuss the questions dealt in this letter also.

7.....

7. In any case would you, between now and the meeting of the Transport Advisory Council, examine and let me know in advance as nearly as possible the figures of your shortage of Class I and Class II Engineers and of Subordinates, Surveyors and Draftsmen, and, if there is no objection, the scales of pay proposed in each case.

8. Everything possible will be done here at the very highest level to get Engineers and Subordinates released from the Army but we are able to do nothing until the terms and conditions of service including some guarantee of continued employment can be quoted.

9. You will notice that, in the foregoing paragraphs I have assumed that it is the shortage of man-power which is primarily responsible for delaying the completion of road schemes to a stage at which construction work could be immediately commenced. If my assumption is correct, then I imagine that you will have no difficulty in giving the figures of shortage, upon which we must somehow contrive measures to make good the shortage as quickly as possible. If, however, you do not make any bid for additional staff, irrespective of how it is to be found, I shall take it that it is not man-power which is the difficulty and that as far as that aspect is concerned, you will be able to start work on a large scale at short notice.

10. I must apologise for the length of this letter and for intervening in what is a Provincial responsibility. My excuse is that one of the best means, if not the best, of battling with unemployment will be the early commencement of work on roads on a really comprehensive scale, that in my view the bottleneck is Engineering man-power, and that release of personnel from the Army must be worked from here. Maunsell is also writing demi-officially to Provincial Governments on some possible financial adjustment in relation to the proposed pool, but I would be very grateful if you could let me have your views on the points dealt with above, indicating also that those

views... ...

views are "official".

Yours sincerely,

Id/-

C. C. Kale, Esq., B.A. B.S.C.

Chief Engineer,

Public Works Department,

BOMBAY.

Id/-

17-10-45.

Sec. (I)

Secy. (R & B)

Keep one copy with the "Pool case" and me another; sending one to F. D. for their record.

2) I wonder where the Pool of officers case is ? Expedite F. D. for examination of the "Pool case" particularly parts relating to salaries.

2) Give me a statementx of existing scales of pay and the Pool case- Where I go to Delhi?

Id/-

No.7559/36 B(I)

P. W. D.

B. C., 19th October 1945.

Copy forwarded to the F. D. for information

By order of C. of B.

Id/- 19/10/45.

2559/39

E. H. (X)

As directed by the Secy.(I) ex a copy of the D. O. has been kept with the "Pool Case" (file No.7559/36). A spare copy is kept for Secy.'s use and another copy has been endorsed to the F.D. as directed.

2. The case ref: "Engrg. Pool" was retd. u.o. to the F.D. on the 10.10.43. The file was, however, obtained from the F.D. as directed by the Secy.(I) on telephone on the 17.10.43. (The F.D. has still to offer its remarks on the file) and is put up below as desired by him.

3. Para. 7 of the D.O. According to the tentative programme adopted in con. with the planning and construction of post-war schemes the following No. of technical posts will be required during the next three years:-

Year.	C. E.	S.Es.	Ex. Engrs.	Dy. Engrs.	Overseers & Surveyors.	Sub-Overseers.
1946-47	1	1	3	18	60	80
1947-48	-	1	2	17	60	80
1948-49	-	1	2	17	60	80
Total.	1	3	7	52	180	240

The post of the C.E. will be filled in by Mr. C. G. Kal C.I.E., I.S.E. The three S.Es. will likewise be promoted from th existing I.S.E. officers. Thus the requirements of this Deptt. i respect of technical staff can be put as follows:-

Service.	No. of officers.	Scale of pay.
E. E. E. Class I Ex. Engrs.	10	Rs. 510-30-660-E.B.-40-1020
E. E. E. Class II Dy. Engrs.	52	170-10-250-E.B.-265-15-400 E.B.-20-500
S. E. Es Overseers and Surveyors.	180	70-5-110-E.B.-10-160 -E.B.-10-250
Sub-Overseers.	240	50-5/2-75-E.B.-3-90- -E.B.-5-120

The revised scales of Draftsmen and Asstt. Draftsmen are as follows:-

		Rs.
(1)	Head Draftsmen.	135-10/2-185
(2)	Draftsmen.	90-5/2-140
(3)	Asstt. Draftsmen.	50-5/2-90

4. As regards the shortage in the several services mentioned above, the position is as under:-

(i) <u>B. S. E. Class I.</u> It is proposed to advertise 5 posts of Ex. Engrs. shortly through the P. S. C. Assuming that we are able to get the right type of officers, the question of filling in the remaining five posrts during the next year will only arise. Out of these one or two will be available by promotion from the B. S. E. Class II. This leaves the question of only two posts. These posts can be filled in by advertisement later if actual position so demands. The present shortage of Ex. Engrs. can therefore be said to be negligible.

(ii) <u>B. S. E. Class II.</u> It is proposed to advertise 20 posts of Dy. Engrs. shortly. A similar no. will be available by promotion from S. S. E. The shortage in this case also is not so serious.

(iii) <u>Overseers & Sub-Overseers.</u> In order to meet the shortage of overseers and sub-overseers, we have already increased admissions to Diploma Classes by 50%. Special training classes for Sub-Overseers have also been opened. Although the shortage will exist for some time to come it appears that the shortage will disappear within the next three years.

(iv) <u>Draftsmen.</u> No shortage is anticipated.

Sd/-
19/10/45

At a .....

As a large number of Engineering Personnel of all grades will be released by firms of contractors on the cessation of military works, it is expected that there will not be such a difficulty in obtaining the required staff as to make it worthwhile to join the Pool and obtain staff through it.

Ld/-
19-10-45.
Secy.(I)
Secy. (R. & B.)

F. D. (I).

7559/36
30277.

These papers contain a scheme for formation of an Engineering Pool. They were sent to the F. D. after being noted in this Deptt. but were obtained back from that Deptt. as the file was required by the Secy. (I) for taking to Delhi in connection with the V. A. C. meeting. The file has since been returned by the Secy. (I) (on his return from Delhi) and is arranged within.

2. This Deptt. has not yet given a final reply to the U. of I. letter at pp. 7-8/- ante. The case will, in the first instance, have to be examined by the F. D.

3. On the point of finance pl. see para.4of D. O. No. E.17 dated 11th October 1945 from the Joint Secy., Govt. of India, Deptt. of Labour. In view of the position explained in the D. O. the proposals of this Deptt. so far as the question of financing the scheme and grant of different rates of pay to the Pool Officers is concerned will be materially settled.

4. It is for orders whether these papers may now be refd. u.o. to the F.D. with a request to examine the proposal with the least possible delay so that this Deptt. may submit its final views to Govt. before a reply is despatched to the U. of I.

Ld/-
31/10/45

Sec (I) should see before u.o. ref. to F.D.

Sec.(I) u.o.to F.D. dated 2nd Novr.1945.

Finance Department 'P.W.R.'

Submitted with reference to this Deptt. note dated 17-10-45.

2. This file was taken away by the P.W.D. when it was in the submission stage. It has now been returned to F.D. for remarks. The proceedings at pp. 37-57 ante. i.e. thhse recorded subsequcnt to F.D. office note 11-10-45 do not materially alter the position. Only one point may be noted viz. that the Govt. of India is now prepared to consider paying the difference between Pool scales of pay and the corresponding scales of pay of Provincial Engineering Services. This however, does not seem to alter the P.W.D. view on the main question whether Govt, should participate in Pool. Nor does it alter the remarks made in F. D. office note dt. 11-10-45 which is now submitted to officers for their remarks.

Id/-

6-11-45.

The proposed Pool of Engineering Officers is intended to assist. Provinces to get the personnel for the initial period of their Post-War Engineering Scheme for the survey and preparation of estimate for and execution of various projects., which they may be unable to recruit themselves. The P.W.D. does not expect that the difficulty in getting this personnel will be at all serious so far as this Province is concerned. On account of the higher Scales of pay proposed for the Pool Officers, participation in the Pool will involve some repercussion on the existing permanent and temporary staff of the P.W.D. although the higher pay may be justified by the short period of contract and conditions of service. On the other hand it would seem desirable to have some uniformity in the scales of pay offered by various Provinces although

con.....

centralization may not be advantageous as the Govts. [illegible] have pointed out. The Govt. of India have offered some financial assistance (as per para 4 of the letter at p. 37-39) for meeting the higher salary of Pool Officers; but this will not go very far as it will not provide for the repurcussions on the other (non-Pool) permanent and temporary staff of this Govt. who may have to be given somewhat higher pay etc. Moreover the Govt. of India letter of 4-5-45 proposes to give a subsidy of only 25% subject to a maximum of 3.50 crore which means that even for Pool officer this Govt. would have to bear at least 75% of the increased pay.

2. It appears however, that the creation of the Pool would lead to a general draw of temporary officers towards itself, and this may handicap this province, if it does not participate in the Pool, to some extent. But in view of the limited number of men required by the P.W.D. and the prospective return of some deputed officers (vide para 5(ii) at p.10) this difficulty may not be considerable, particularly as the revised scales of pay in this Province compare favourably with those in other Provinces, and are not very much lower than the scales proposed in the Pool.

3. The objects of the scheme include the necessity of ~~ensuring~~ ensuring the employment of officers from the Indian Engineers and E.E.S. (3 (b) at p.2, ante). It might possible for the P.W.D. to take up a few of the officers who may be released without participation in the Pool, if they are available on suitable terms;

4. The P.W.D. may be requested to consider the suggestions in paras 3 and 4 of the on. at page 34. The F. D. may generally agree with the P.W.D. view that participation in the scheme does not seem necessary for this Province.

Id/-

Id/ - 8/11
F. A.
Id/ - 8/11
Jt. Secy.

U.O.R. to P.W.D. d. 9/11/45

7559/36
37702

Public Works Deptt.

E. B. (I)

These papers deal with the proposal for the establishment of an Emergencies Scheme for securing engineering staff required for construction works. Part I of the scheme envisages the maintenance of a pool of officers of status equivalent to Class I officers and will include Elecl. Engrs. Part II of the Scheme provides for training of Subdtes.

2. Part I of the Scheme.: Pool of Officers.-The proposal is to form an Engrg. Pool under the management of the Central Govt. on terms and conditions mentioned at pp. 2-4 ante.

The notes recorded in this Deptt. and in the F. D. do not favour the idea of participating in the Engrg. Pool, for the present at any rate, vide ~~xx~~ please pp. 25-26 and 60-61 ante.

The question was discussed by the Chief Engrs. of Provinces when he had been in Delhi last month to attend the T. A. C. meeting The consensus of opinion was not in favour of participating in the scheme proposed by the Govt. of India.

3. Part II of the Scheme-Training of Subdtes.- This Deptt. has made its own arrangements ~~x~~for the training of Subdtes. required to implement the Post War programme. The Secy.(I) has explained that the training of Subdtes . on an All- India basis is not a practicable proposition.

4. Orders are requested whether the Govt. of India may be informed as per draft put up.

Id/- S. A. S
15/10/45

At the meetings of C. Bs of Provinces and in the meeting of the Transport Advisory Council at Delhi in October last, practically every Province expressed unwillingness to joint the Pool of officers , Sponsored by the Govt of India for varying reasons. Everyone expressed a serious shortage of subordinates, without whom officers can be given no work.

2/ Some Provinces criticised the type of military officer produced by experience of Army worked and life; some pointed out that their subordinates on joining the Army were Captains and Majors and the latter would not join their parent Province on lower salaries; one C. E. pointed out that the subordinates dismissed by him were now Military officers with high rank and so on. I read out paras 4-5 of mine and those of Secy.(R & B.) on page 26 ante and expressed that if the Bombay Govt. sanctioned the scales proposed by the Govt. of India we may be able to secure officers as soon as we had sufficient strength of overseers.

Secy (R & B) Id/ — 17/11

Id/ — 20/11

+9

No. 7559/36-B(I)

Public Works Department,

Bombay Castle, 21st November 1945.

From

W. H. B. Garrod, Esquire, I.C.S.,
Secretary to the Government of
Bombay, Public Works
Department(Roads and
Buildings).

To

The Secretary to the
Government of
India, Depart-
ment of Labour.

Subject: Emergency scheme for securing engineering staff required for construction works.

Sir,

With reference to your letter No. E-17, dated the 21st August 1945, and in continuation of this Department letter No. 7559/36-B(I), dated the 8th October 1945, I am directed to state that this Government has given most careful thought to the scheme proposed by the Government of India for the establishment of an Engineering Pool and has come to the conclusion that the scheme has, from the Provincial point of view, many disadvantages some of which are given in the following sub-paragraphs:

(1) While this Government shares the view that it would be desirable to have some uniformity in scales, it is considered that the centralisation of recruitment as proposed by the Government of India for the Pool officers is not advantageous for service in the Provinces. The varying cost (and conditions) of living, as also the scales current for parallel services in a Province necessitate the adoption of different scales for Engineering Services in different Provinces. The scales of pay proposed for the Pool officers are high as compared with the existing scales for officers of corresponding status in this Province.

(2) On account of the higher scales of pay proposed for the Pool officers, participation in the pool will lead to undesirable repercussions on the existing permanent and tem -

porary staff of the Public Works Department. The Government of India have no doubt explained that higher pays offered to Pool officers are justified by the short period of contract and conditions of service, and have on that account offered some financial assistance towards meeting the higher salary of Pool officers. But this assistance does not go very far as it does not provide for repercussions on the other (non-pool) permanent and temporary staff of this Government who may ask for and may have to be given somewhat higher pays.

(3) If this Government accepts the scale for Pool officers there will be two scales current in the Province for the same type of work, which will create an anomalous position and ultimately efficiency may in general suffer.

2. It is apprehended that the creation of the "Pool of Engineers" will lead to a general draw of temporary officers already in employ towards itself and this may handicap the Provinces which will not participate in the pool to some extent. The immediate need of this Province is more for the subordinate staff than for officers and officers can not be engaged in the absence of the former. This Government, therefore, regrets its inability to participate in the scheme promulgated by the Government of India, for the present at any rate.

3. One of the objects of the Pool of Engineers is to ensure that officers from the Indian Engineers or other Military Engineering Services can be offered immediate employment on release from Military duty. I am directed to invite a reference to this Department letter No.7560/36-E(I), dated the 18th September 1945, and to state that this Government will be prepared to offer suitable posts to released officers, without participating in the Pool, provided they are prepared to accept suitable terms under this Government. This Province has no temporary officers to nominate to the proposed "Pool of Engineers".

4. As regards the training of subordinates contemplated by the Government of India to meet the Post war needs it is explained that this Government has already made arrangements for increased admissions to the College of Engineering and Diploma Classes in this Presidency and for training of short - term sub-overseers in the College of Engineering, Poona. It is considered that the training of subordinates on an All - India basis will not be a practicable proposition. If the Military or the Central Government train subordinates prior to their discharge from the army under Civil Officers and if they are taught civil methods of carrying out works and to maintain civil accounts this Province will be prepared to recruit such of those who belong to this Province.

Your obedient servant,

Sd/-

for Secretary to the Government of Bombay,

Public Works Department.

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

No.E-17 Dated New Delhi, the 14th Feby.1946.

From

A.K.Chatterjee, Esqr.,

Assistant Secretary to the Government of India.

To

All Provincial Governments.

Subject:- Procedure for obtaining the services of officers released from the Indian Engineers or the Military Engineering Services for employment on anti-slump and post-war development works.

Sir ... ...

Sir,

I am directed to invite a reference to this Department's letter No.E-17 dated the 21st August 1945, with which an emergency scheme for securing engineering staff required for post-war construction works was forwarded to all Provincial Governments and to say that as the majority of the of the Provincial Goverments were unwilling to participate in this scheme, the Government of India have been unable to proceed further with it. At the same time requests have been received from Provincial Governments for assistance in securing the engineering staff required for the execution of their anti-slump development works programmes and the Government of India therefore consider it necessary that they should indicate to Provinces the exact procedure which they should follow for obtaining staff serving in the Army or in the process of being demobilised.

2. There are two methods by which Provinces could obtain the services of such staff, viz:-

(1) Class B releases, in accordance with the provisions of Army Instruction(India) No. 1051 dated the 3rd November 1945;

(2) Recruitment of suitable individuals who have been or are about to be demobilised or discharged from the H.E.S.

(1) Class B releases:- Applications for obtaining such releases should be submitted to the Government of India in the War Department direct provided that applications for the release of K.C.I.Es and I.C.Os should be submitted to the Home Department. Applications may be for the release of named individual or individuals or for the release of an individual or a member of individuals with specific qualifications. Every such application should be accompanied by a copy of the contract into which it is proposed to enter with the person or persons to be released, which will contain a provision that, in the event of the released personnel being continued in the employment of the Provincial Government for a period beyond the expiry of six months from the date of release, the Provincial Government will...

will guarantee to them the following minima or equivalent benefits on their quitting the employment of the Provincial Government or on being discharged by them:-

(a) Cost of journey for themselves and their dependants in the class of accommodation and to the destination to which they would have been entitled had they remained in Army Service and been released as Class A released in due course. For this purpose the rank on which this entitlement will be based will be that held on the day prior to release.

(b) If the released officer is employed under the Provincial Government in a temporary capacity, he will be entitled at the time of termination of his appointment to two months notice or such notice as may be prescribed in the terms and conditions governing the appointment held, whichever would be longer. If such an officer leaves the service of the Provincial Government of his own accord, the benefit under (a) above must be availed of immediately or in the case of repatriation outside India at the first available opportunity. He must accept the first passage that the Provincial Government offers him, except where it is impossible for him to do so for reasons beyond his control such as sickness certified by a qualified Medical Officer of himself or his dependants.

In the case of a released officer being given a permanent appointment under the Provincial Government, conditions (a) and (b) above will cease to apply and he will be governed by the ordinary rules appertaining to his appointment.

It .. ..

It should be noted that personnel released in pursuance of this scheme will remain liable to recall to military service at any time up to the termination of the War/emergency as notified by the Government of India. In the event of any released officer being so recalled, the Provincial Government will be freed from their obligations under (a) and (c) above.

The Provincial Government should forward duplicate copies of all applications for Class B releases direct to the War Department.

(ii) Recruitment of personnel who have been, or are about to be, demobilised or discharged from the M.E.S.-- The Provincial Government should furnish the details of their requirements to the Regional Employment Exchange which will submit names of suitably qualified ex- M.E.S. personnel for consideration by the appointing authority. If the Regional Exchange has no persons to submit it will notify the vacancies to the Central Exchange for further action. The Central Exchange will, if necessary, contact the Army authorities and bring the vacancies to the notice of personnel about to be released.

The Central Employment Exchange is already circulating to the Provincial Governments lists of personnel serving in the Services who desire to be considered for higher grade civilian employment. These lists cover both the enrolled and civilian personnel serving in the M. E. S. The Provincial Governments may be able to find suitable names in these lists.

3. I am to add that there is no objection to the Provincial Government exploring simultaneously both the avenues of recruitment mentioned in para 2 above but when the Provincial Government consider it expedient to adopt such a course, the Government of India would be glad to be informed of the fact.

I have the honour to be,
Sir,
Your most obedient servant,

(A.K.CHATTERJEE)
ASSISTANT SECRETARY TO THE GOVERNMENT OF INDIA.

Copy forwarded to the War Department/Home Deptt./ Planning & Development/Department/Co-ordination Department, for information.

Id/-

ASSISTANT SECRETARY TO THE GOVERNMENT OF INDIA.

Copy may be sent to the ch. secy. and G.S. Id/- 21/7/46

7559/36/000

P. W. D.

E. D. (X)

The Govt. of India has furnished instructions as to how to obtain class 'B' releases of officers from the Indian Engrs. or the H. E. S. for employment on anti-sleep and post-war development works. It may be stated that the subject matter pertains to the H. C. D. Presumably that Deptt. must have received a similar letter and is taking necy. action in the matter.

2. The H. C. D. is collecting information with regard to requirements of class 'B' releases from various Deptts. The requirements of this Deptt. are being furnished to the H. C. D. separately. As the avenue of recruitment to the E. S. & C. Class I and II is the P. S. C., the requirements of this Deptt. in this respect are not being communicated to the H. C. D. As regards the General Provl. Service, it has been decided on the case communicating vacancies to Employment Exchange that the existing offg. persons need not be displaced.

3. As far as this Deptt. is concerned no action therefore seems to be necy. on the letter from the C. of I. If any action, in addition to the one mentioned at 'A' above is necy., it is presumed that the H. C. D. will move in the matter.

4. The papers may be retd. u.o. to the H. C. D. for remarks.

Id/-

10-4-46.

U.O. to H.C.D. d. 12/4/46

R. G. D.

The G. of I. letter under reference has not been received in this Deptt.

2. It may however be stated that the conditions regarding grant of cost of journey and two months' pay by Provl. Govts. calling for B class release referred to in para.2(I) of the letter are the same as those contained in the I. A. O. No.533/45 dated 20-6-1945 (now substituted by I. A. O. No.1051) This Govt. has complained to the G. of I. against the bearing of the costs on account of the above charges by Provl. Govts. vide G.L.No.95-18640-P, dated 29-10-1945. No reply has been received so far from the Govt. of India. The Secy. to the Executive Council of the Govr. Genl. has been requested to move the G. of I., War Deptt. to expedite the matter.

3. The procedure suggested in paras. 2(ii) and 3 of the G. of I. letter are generally followed by this Deptt. in all cases.

4. No action is therefore necessary on the Govt. of India letter. The papers may be returned to P.W.D. with the above note, copy of the G. of India letter being kept for the record of this Department.

Id/-
16-4-46.

A.S. — Id/- 17/4

U.O.r to P.W.D. dated 23/4/46

7559/36.

E. D. (I). P. W. D.

Submitted with reference to the O. N. dated the 10-4-46.

2. In view of para 4 of the R. G. D. note within, these papers may be filed.

Id/-
1/5/46.

(NPy
12/6/